FINANCIAL SECRETARIAT

Reduction in Salaries.

READ—

Government Proceedings No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931, ordering as a temporary measure, a percentage reduction in the salaries of officers according to a sliding scale with effect from 1st November 1931.

ORDER NO. FL. 6678-737—G. F. 185-32-1, DATED BANGALORE, THE 23RD JUNE 1933.

It was proposed in para 11 of the Proceedings read above, that the order about the reduction of salaries would be reconsidered in June 1933 or earlier, if the financial situation improved. In view of the budgetary position, it is found necessary to continue the salary cut during the next year also. Officers on salaries of Rs. 100 and less, however, require some relief and it is therefore proposed to reduce the rate of cut in their case from 5 to 2½ per cent. The scale of reduction in the salaries of officers during 1933-34 (including the claims for June 1933 payable in July 1933) will be as follows:—

	Grades of Officers	Percentage of Reduction
1.	Officers on salaries not exceeding Rs. 40 per mensem	No reduction
2.	Officers on salaries exceeding Rs. 40 and up to and inclusive of Rs. 100 per mensem	2½ per cent
3.	Officers on salaries exceeding Rs. 100 and up to and inclusive of Rs. 350 per mensem	7½ per cent
4.	Officers on salaries exceeding Rs. 350 per mensem	10 per cent

If the net amount of salary, arrived at after calculating the cut according to the above rates, *i.e.*, the reduced salary, is less than what it would have been if the officer was in receipt of the maximum salary of the next lower grade referred to above, the amount of deduction on account of the cut representing the difference will be restored.

2. The instructions issued in Government Order No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931, and in subsequent orders in regard to the scope of the salary cuts and the method of applying them are reproduced in the appendix to this order for purposes of reference.

S. SHAMANNA,
Secretary to Government,
Financial Department.

APPENDIX.

G. O. No. Fl. 3081-140 —G. F. 90-31-1, dated 2nd November 1931.

1. The reductions being temporary, the present sanctioned rates of pay remain unaltered. These rates will continue to be shown in salary and establishment bills. The sanctioned rate of (unreduced) salary and the reduced salary (after deducting the amount of cut) will be noted therein in accordance with the instructions issued by the Comptroller.

G. O. No. Fl. 3081-140 —G. F. 90-31-1, dated 2nd November 1931.

2. Personal allowances including duty allowances which are personal to the officers concerned will be treated in the same way as salaries and will be subject to reduction.

G. O. No. Fl. 3081-140 —G. F. 90-31-1, dated 2nd November 1931.

3. Allowances other than personal are exempt from the percentage reduction.

Financial Secretary's letter No. Fl. 4173—G. F. 90-31-20, dated 10th December 1931.

4. All allowances granted as additions to pay or salary, except permanent monthly travelling allowances and conveyance allowances of all kinds, should be treated as part of an Officer's emoluments for determining the percentage of reduction even though the allowances are not subject to cut.

Financial Secretary's letter No. Fl. 6864—G. F. 90-31-62, dated 8th March 1932.

5. In the case of retired officers who are re-employed, the total emoluments of officers including portion of pension drawn should be considered as salary and subjected to percentage reduction.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

6. The leave allowances of officers will be subjected to deduction in the same manner as salaries, the percentage cuts to be applied being based on the monthly amounts of such allowances.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

7. The calculation of leave allowances and of pensions, and the classification of officers for purposes of travelling allowances will be based on sanctioned rates of pay without applying the reduction sanctioned in this order.

Financial Secretary's letter No. Fl. 3493—S. & A. 234-32-2, dated 23rd December 1932.

8. When there is a change in the salary of an officer in the middle of a month, the salary cut should be separately applied to the different rates of salaries in the several periods of the month and not to the total salary drawn for the entire month.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

9. The Government contribution to the Provident funds of the Electrical, Railway and other Departments where the scheme of compulsory provident funds is in force, will be calculated on reduced pay during the period when the salary cut is in force; provided that option will be given to officers to contribute on the basis of unreduced salary and if they do so, the Government bonus will be equal to such contribution.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

10. In the case of officers who have been repaying the advances obtained from Government for building or purchasing houses and for buying motor conveyances, the deductions from salary in respect of the repayment of such advances may be based on the amount of reduced pay.

Note.—The concessions allowed in Government Order No. Fl. 6102-6151—G. F. 115-31-10, dated 26th January 1932, regarding the reduction of the monthly instalments of House Building advances will be continued, the same being calculated at the revised rates.

Financial Secretary's letter No. 3486—G. F. 90-31-44, dated 23rd November 1931.

11. The assessment of rent on Government buildings has to be calculated on the net salary of an officer left after the cut.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

12. For purposes of levy of Income and Super-taxes, it is only the net salary drawn after making the percentage reduction that should be taken into account.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

G. O. No. Fl. 3936-995—G. F. 90-31-12, dated 4th December 1931 and Financial Secretary's letter No. Fl. 5690—G. F. 90-31-38, dated 9th January 1932.

13. The reduction in salary herein ordered will also apply to (i) officers whose services are lent to Local Bodies or to the Palace and (ii) to those whose salary is paid by the Insurance Funds—Official and Public Branches—Mysore University Funds, Muzrai Funds, Military and other funds administered by Government.

Financial Secretary's letter No. Fl. 6864—G. F. 90-31-62, dated 8th March 1932.

Note.—In the case of officers in respect of whom pensionary contribution is paid by the Local Bodies or Funds, the contribution for pension should be excluded for purposes of calculation of the rate and amount of cut.

G. O. No. Fl. 4124-6—S & A 275-32-3, dated 23rd January 1933.

14. The rates of salary reduction will apply also to the men borne on the work establishment of the Electrical Department whose wages are now subject to cut.

G.O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

15. This order does not apply to officers whose emoluments are fixed for specified periods under special service contracts but it is open to such officers to offer to make or continue to make voluntary reductions in their salaries at the rates mentioned in the order.

Financial Secretary's letter No. Fl. 5886—G. F. 90-31-41, dated 16th January 1932.

G. O. No. Fl. 3081-140—G. F. 90-31-1, dated 2nd November 1931.

16. (*a*) The exemption (partial or full) from salary cut already granted to officers, whose duty and other allowances were abolished or reduced, etc., in accordance with the following principle enunciated in para 6 of the Government Proceedings read above, will be continued so long as the conditions under which they were granted remain unchanged:—

"When the total reduction in an officer's allowance and salary exceeds 15 per cent of this total original emoluments—unreduced allowance plus unreduced salary—the cut in his salary will be reduced to the extent of the excess. The following illustration is given to show the working of this rule:—

Salary	Allowance	Total emoluments	Reduction of allowance	Salary cut	Total deduction	15 per cent in total emoluments	Relief to be given—excess over 15 per cent	Net reduction in salary
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
300	50	350	50	22½	72½	52½	20	2½

The partial or full exemption admissible under this rule will be allowed only so long as the officers concerned continue to perform the duties in consideration of which the allowances were originally sanctioned."

(*b*) If these officers receive any additions to their salaries from and after the date of the order introducing the cut in salaries, such additions will be subject to the percentage cut applicable to their total emoluments.

17. This order does not affect any special relief from salary cut granted by Government in individual cases.

18. Subsidiary instructions issued from time to time in regard to the application of the rules relating to the salary cut in particular cases will continue to be in force.

Revised instructions *re*-Economies in the Budget Grants for 1933-34.

READ—

Government Order No. Fl. 602-61—G. F. 16-32-2, dated 30th July 1932, issuing instructions for effecting economies in the Budget Grants of 1932-33.

ORDER NO. FL. 6738-97—G. F. 16-32-15, DATED BANGALORE, THE 23RD JUNE 1933.

In the Government Order read above, certain restrictions were imposed on the powers of officers in making appointments and incurring expenditure during 1932-33 with a view to economise expenditure. It is considered desirable that the restrictions regarding (i) filling up of vacancies, (ii) appointing persons only on officiating basis, and (iii) limiting to the minimum the salary of persons newly appointed to progressive pay posts should be removed and departmental officers allowed to exercise their powers in the usual course in these matters in cases in which appointments which fall vacant have to be filled up in the interests of work.

2. Government are accordingly pleased to issue the following revised instructions for the guidance of all officers and these instructions will be in force during the year 1933-34:—

(1) Vacancies, permanent or temporary, whether in superior or inferior service, will be filled up by the authorities competent to do so, only when the work of vacant appointments cannot be entrusted to other officers without involving extra expenditure.

(2) Officers who were not allowed increments under sub-paras 4 and 5 of para 4 of the order read above, will be allowed to count for increments the periods during which they have held posts to which increments are attached, but increments will not be allowed to be drawn for the period prior to 1st July 1933.

(3) No leave will be granted in excess of two months in the aggregate, if it involves extra cost except on grounds of ill health supported by a Medical Certificate or for other urgent and unavoidable cause.

(4) Transfers should be minimised as far as possible.

(5) The touring work of officers should be carefully regulated with a view to limit the travelling allowance charges to the minimum.

(6) Deputation of officers for purposes of study or training should not be allowed.

(7) All possible economies under printing should be made. The Superintendent, Government Printing, is requested not to undertake any printing work which is either unnecessary or can afford to wait. In cases of doubt, he should refer the matter for the orders of Government.

(8) Rigorous economy should be enforced in the consumption of stationery articles. The reduction of 50 per cent in the supply of Stationery Articles and Forms and Registers ordered in Government Order No. G. 67-120—P. & S. 12-31-28, dated 4th July 1932 (*vide* Appendix I) will continue to be in force during 1933-34. The instructions issued in Government Orders No. M. 5501-60—P. & S. 74-21-2, dated 1st June 1922 and No. E. 1737-95—P. & S 74-21-9, dated 7th September 1922 (*vide* Appendices II and III) should be strictly followed.

(9) Every item of contingent outlay or other optional expenditure should be scrutinised by disbursing officers with a view to eliminate all unnecessary items and put off the deferrable ones.

S. SHAMANNA,
Secretary to Government,
Financial Department.

APPENDIX I.

Reduction of 50 per cent in the supply of Stationery Articles and Forms and Registers.

READ—

Clause 13 of G. O. No. Fl. 1795-1850—G. F. 54-31-1, dated 14th September 1931, directing that the supply of stationery articles to be made to each office during the current year be reduced to half the usual quantity.

Government Order No. G. 2928-88—P. & S. 12-31-8, dated 8th October 1931, directing the reduction in the current year of 50 per cent in the supply of forms and registers to the several offices in the State.

Letter No. S. 4161, dated 11th June 1932, from the Superintendent of Stationery, recommending the continuance of the arrangements sanctioned in the Government Orders read above, restricting the supply of stationery articles and of forms and registers to 50 per cent of the usual supply during the official year 1932-33 in view of the reduced provision under "Cost of Printing Paper and Stationery."

ORDER NO. G. 67-120—P. & S. 12-31-28, DATED BANGALORE, THE 4TH JULY 1932.

The proposal of the Superintendent is sanctioned.

R. RANGA RAO,
Secretary to Government,
General Department.

S. O.

APPENDIX II.

G. O. No. M. 5501-60—P. & S. 74-21-1, dated 1st June 1922.

Economising the use of Stationery and reducing Printing Work.

Issues instructions in regard to —— and calls for a report in the matter from Heads of Departments.

READ—

Government Order No. G. 21945-22005—P. & S. 7-20-3, dated the 20th May 1921, issuing instructions regarding the revised scales of stationery articles, etc., to be issued